

Minutes of the Personnel Committee

Tuesday, September 7, 2004

Chair Paulson called the meeting to order at 1:00 p.m.

Present: Supervisors Duane Paulson (Chair), Tom Bullermann, Bonnie Morris, Jim Jeskewitz, Bob Thelen, and Jeff Morris. Genia Bruce arrived at 1:05 p.m.

Also Present: Chief of Staff Lee Esler, Citizen Terry Tesch, Budget Manager Keith Swartz, Employee Benefits Administrator Pete Hans, Labor Relations Manager Jim Richter, Accounting Services Manager Larry Dahl, and County Board Chair Jim Dwyer.

Approve Minutes of 8/17/04

MOTION: Jeskewitz moved, second by Thelen to approve the minutes of August 17. Motion carried 6-0.

Schedule Next Meeting Dates

October 5 and 12.

Announcements

Paulson said County Executive Finley will present his 2005 County operating budget to the County Board on Tuesday, September 21.

Paulson noted that the capital projects bus tour will be held on Friday, September 17. Esler said an informational memo will be mailed out soon. More emphasis will be placed on Parks projects this year than in the past.

Bruce arrived at 1:05 p.m.

Status Report on Grant / Sunset Positions

Swartz discussed this issue as outlined in his annual report entitled "Resolution / Ordinances Linking Federal / State / Municipal Funding to Positions Currently Authorized" which included information on ordinance or resolution number and the date adopted, department, type of funding, and date terminated, if any. Swartz explained that if the funding source is reduced or continued, the position is adjusted accordingly. He noted there are very few changes from last year's report. Currently, there are a total of 52 full-time, 12 part-time, and 6 nutrition site managers that have a sunset clause associated with them.

Ordinance 159-O-051: Create Program Changes to the Retiree Health Insurance Plan

(Note: See Personnel Committee minutes of 8/17/04 for more details on this issue). For clarification purposes, Hans said their intent is to eliminate the current plan design for retirees and instead offer two options from which the retirees could choose. Both options are point-of-service products so they offer both in-network and out-of-network benefits, same as the current plan. To answer B. Morris' questions, Hans indicated retirees can switch between in-network

and out-of-network providers at their discretion and at any time, same as the current plan. To answer Esler's question, Hans said the provider network for both Option 1 and Option 2 will be the same as the current plan. The Humana Gold Choice plan, a fully insured Medicare program, will also be made available to eligible retirees as a third option. Hans said once the County Board approves the ordinance, staff will immediately begin working on education and enrollment. Retirees can choose to switch plans during open enrollment which occurs once a year. Spouses of deceased retirees can continue participating in the County's retiree health insurance plan until they become eligible for Medicare, at which time they would be required to switch to Medicare. Paulson said he had been somewhat reluctant to approve the ordinance but because no objections were voiced today, he will support it.

MOTION: J. Morris moved, second by Jeskewitz to approve ordinance 159-O-051. Motion carried 7-0.

Closed Session

MOTION: Bullermann moved, second by Jeskewitz to go into closed session at 2:15 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues associated with the AFSCME Master Unit Contract, and to approve the closed session minutes of August 17, 2004. Motion carried 7-0

In the absence of any objections, the committee returned to open session at 2:23 p.m.

MOTION: Morris moved, second by Bullermann to adjourn at 2:23 p.m. Motion carried 7-0.

Recorded by Mary Pedersen, Legislative Associate.

Respectfully submitted,

Bonnie J. Morris
Secretary